

Safer Recruitment Policy

Stride's reputation depends on the professionalism, dedication, and ethical conduct of all staff members. At Stride, safeguarding and the safety of all students remain our highest priorities. This policy ensures a rigorous safer recruitment process to protect both the children and staff working across mentoring, Alternative Provision and in schools.

Recruitment Procedures

Stride recruits staff members with relevant experience through a detailed process that includes application, interview, training, and vetting. Positions within the organisation include:

- **Founders**
- **Head of Operations**
- **Staff**

Principles of Safer Recruitment

Our recruitment process is guided by the following key principles:

1. **Diversity and Equal Opportunity:** Stride values the individuality and unique strengths of all candidates, promoting respect and equal treatment in accordance with the *Equality Act 2010*.
2. **Transparency:** Clear communication at all stages ensures candidates understand expectations and the selection process.
3. **Accountability:** Staff involved in recruitment, such as Mike Jones and Simone Lyons, undergo safer recruitment training to uphold safeguarding standards.

Recruitment Steps

1. **Application Form**
 - Comprehensive personal, educational, and employment histories are required.
 - Any gaps in the application must be clarified and documented.
2. **Interviews**
 - Role-specific templates guide interviews, ensuring thorough assessment of experience, safeguarding knowledge, and suitability.
 - Scenarios are explored to evaluate adaptability and decision-making skills.
3. **References**
 - Two professional, or one academic and one personal, references covering the past three years are mandatory.
4. **Health Declaration**
 - Annual self-assessed health declarations ensure staff are fit for their roles.
 - Any concerns are discussed confidentially with directors.
5. **Right to Work and Identity Checks**
 - Original documents confirm eligibility to work in the UK, with additional identification for accuracy.
6. **Enhanced DBS Checks**

- Valid Enhanced DBS certificates are a prerequisite. Staff must declare any changes every three months to maintain compliance.
 - Exceptional circumstances require strict supervision and risk assessments.
- 7. Overseas Police Checks**
- Assistance is provided to applicants in obtaining required documentation, ensuring alignment with safeguarding standards.

Training and Induction

All staff undergo a comprehensive induction, including safeguarding and organisational policies, facilitated by Simone Lyons. Returning staff receive regular training updates to maintain high standards.

Monitoring and Auditing

Recruitment practices are audited annually to ensure consistency, fairness, and compliance. Reviews may involve internal evaluations or external audits to uphold best practices.

Policy Distribution and Accessibility

This policy is shared digitally with all new hires and reinforced during face-to-face induction sessions.

Commitment to Diversity

Stride actively promotes inclusivity, striving for a workforce that reflects the diversity of its students and community. Regular review of diversity metrics ensures ongoing progress.

This policy was adopted by Stride 360	Date: 30/10/24
To be reviewed by: 30/10/26	Written by: Simone Lyons
Updated on 26/03/25	Updated by: Simone Lyons